US ARMY NORTH ATLANTIC TREATY ORGANIZATION

CLIMATE ASSESSMENTS

SFC GUIDRY

EQUAL OPPORTUNITY ADVISOR

OVERVIEW

- Purpose of Climate Assessments
- Key Elements
- Principles

PURPOSE OF CLIMATE ASSESSMENTS

To provide the leadership a "picture" of a unit as it is perceived by numbers of the organization as it relates to race, gender, color, religion, national origin, and sexual harassment.

KEY ELEMENTS

- Desired outcome
- Scope and sequence of events
- Resources and time
- Action planning and intervention strategies
- Condition under which the assessment is conducted

PRINCIPLES

- Be capable and competent
- Act on problems
- Don’t only focus on what is perceived as wrong
- Treat perceptions as having real consequences
- Treat all EO problems with the same

PRINCIPLES (Con't)

- Know the impact of what is said, seen, or done
- Be accessible to everyone
- Not all complaints can be substantiated
- Be aware of the environment of the unit

SUMMARY

- Purpose of Climate Assessments
- Key Elements
- Principles